Chapter Topic: Housing

Community Vision Statement

(Overall Future Outcome Envisioned for this Chapter's Topic)

- The City of Charlottesville will recognize the importance of housing for all residents by implementing strategies to achieve a housing market that is affordable, healthy, high quality, and, above all, equitable.
- The City will identify and address injustice in the provision of housing options for all, regardless of personal or familial characteristics or circumstances.
- The Charlottesville community will take clear steps toward addressing affordability, homelessness, and displacement of people from their neighborhoods. Housing policies and plans will celebrate and enhance the variety of available housing types and sizes, for both rental and ownership opportunities, while providing protections and support for neighborhoods, people, and families at risk of displacement.
- In tandem with environmental goals, the City will work to reduce household costs through energy- efficiency programs and improved access to affordable transportation options.

Overview of Chapter Goals

(Specific outcomes related to achieving the Community Vision)

Goal 1. Funding Commitments: Establish and sustain a funding commitment to address affordable housing needs, tied to requirements to address community goals.

Goal 2. Diverse Housing Throughout the City: Support a wide range of housing choices that are integrated and balanced across the city, and that meet multiple City goals including community sustainability, walkability, bikeability, ADA accessibility, public transit use, increased support for families with children and low-income households, access to food, access to local jobs, thriving local businesses, and decreased vehicle use.

Goal 3. Homelessness: Address, prevent, and end homelessness.

Goal 4. Energy and Water Efficiency: Increase the energy performance, and water efficiency, and environmental sustainability of housing throughout the city.

Goal 5. Equitable and Efficient Governance: Build governance structures that institutionalize an equitable and efficient implementation of the *Affordable Housing Plan* and implementation of other housing priorities.

Goal 6. Tenants' Rights: Change local policy and advocate at the state level to expand the City's ability to support tenants' rights.

Goal 7. Subsidy Programs: Focus and align subsidy programs with community-defined priorities and make changes to increase the impact of public spending.

Goal 8. Collaboration: Coordinate local and regional housing goals.

Goals and Strategies

Goal 1. Funding Commitments: Establish and sustain a funding commitment to address affordable housing needs, tied to requirements to address community goals.

Related Guiding Principle(s):

- *Equity & Opportunity*

Measures of Progress:

- *$ in City funding committed to affordable housing per year*
- *% of funding allocated to serve households at 30% of Area Median Income (AMI), 60% AMI, and 80% AMI*

Strategy 1.1 Dedicate $10M in average annual spending to fund affordable housing programs and identify a sustainable and reliable source of dedicated funding to maintain this level of funding for ten years.

Implementation Notes and Source of Strategy:

- Potential Implementation Lead & Partners: City Council
- Timeframe: Immediate (within 1 year) and ongoing
- Source: *Affordable Housing Plan*, 2021

Strategy 1.2 Prioritize funding for those with the greatest need and attach funding awards to community representation, duration of affordability, and leverage of non-public funds.

Sub-strategies:

- Allocate 50% of funding to serve households with incomes up to 30% of Area Median Income (AMI), 30% of funding for households earning up to 60% AMI, and 20% of funding for households earning up to 80% AMI.
- Projects that receive public funding should be administered and governed by organizations that directly represent the beneficiaries of housing assistance. Funding awards should also incentivize permanent affordability of both renter-and owner-occupied housing. Public dollars should incentivize maximum leverage of federal, state, and private funding.

Implementation Notes and Source of Strategy:

- Potential Implementation Lead & Partners: City Council
- Timeframe: Immediate (within 1 year) and ongoing
- Source: *Affordable Housing Plan*, 2021

Strategy 1.3 Clearly identify overall housing expenditures within the City's budget, and publish metrics on program funding, capacity, and impacts to create accountability and measure progress towards housing goals.

Implementation Notes and Source of Strategy:

- Potential Implementation Lead & Partners: City Council
- Timeframe: 3-4 years, to establish mechanisms to collect, interpret, and communicate data on housing spending and impacts thereof
- Source: *Affordable Housing Plan*, 2021

Goal 2. Diverse Housing Throughout the City: Support a wide range of housing choices that are integrated and balanced across the city, and that meet multiple City goals including community sustainability, walkability, bikeability, ADA accessibility, public transit use, increased support for families with children and low-income households, access to food, access to local jobs, thriving local businesses, and decreased vehicle use.

Related Guiding Principle(s):

- *Equity & Opportunity, Environmental Sustainability & Stewardship, Connections & Access*

Measures of Progress:

- *For each neighborhood in the city, # housing units and % affordable at 30% AMI, 60% AMI, 80% AMI*
- *% of population within ¼ mile (traveling distance) of a transit stop (include breakdown by race, ethnicity, and income)*

Strategy 2.1 Encourage mixed-use and mixed-income neighborhoods and housing developments throughout the city and support zoning changes to allow them by-right.

Sub-strategy:

- Through the zoning rewrite process, work with the community to determine appropriate levels of density/intensity in neighborhoods and nodes and along corridors identified on the Future Land Use Map.

Implementation Notes and Source of Strategy:

- Potential Implementation Lead & Partners: Neighborhood Development Services (NDS), City Manager's Office (CMO)
- Timeframe: Ongoing
- Source: 2018 draft Housing chapter

Strategy 2.2 Promote redevelopment and infill development that supports bicycle and pedestrian- oriented infrastructure improvements and robust public transportation to better connect residents to jobs and commercial activity.

Implementation Notes and Source of Strategy:

- Potential Implementation Lead & Partners: NDS, CMO
- Timeframe: Ongoing
- Source: 2018 draft Housing chapter

Strategy 2.3 Improve access for lower-income households and Americans with Disabilities, to adult learning and employment opportunities, job training, healthy food sources, and public amenities, such as parks and recreational facilities, shopping destinations, and libraries with the goals of reducing family isolation, deconcentrating poverty, and enhancing neighborhood and school health, and economic mobility.

Implementation Notes and Source of Strategy:

- Potential Implementation Lead & Partners: Human Services
- Timeframe: Ongoing
- Source: 2018 draft Housing chapter

Strategy 2.4 Target a city-wide residential vacancy rate of at least 5 percent

in order to assure a well- functioning, liquid housing market.

Sub-strategies:

- Explore strategic support for development to increase the supply of homes if the target is not met.
- Consider the role of short-term rentals in this calculation.

Implementation Notes and Source of Strategy:

- Potential Implementation Lead & Partners: CMO, City Council
- Timeframe: Ongoing
- Source: 2018 draft Housing chapter

Strategy 2.5 Promote and retain the Design for Life C'ville program that provides a rebate of permit fees for incorporation of visit-ability and live-ability design features.

Implementation Notes and Source of Strategy:

- Potential Implementation Lead & Partners: CMO
- Timeframe: Ongoing
- Source: 2018 draft Housing chapter

Strategy 2.6 Evaluate City-owned property currently dedicated to right of way, utilities, and surface parking, for potential to be re-purposed for affordable housing or other community needs.

Implementation Notes and Source of Strategy:

- Potential Implementation Lead & Partners: NDS, City Council, City Schools, Major Employers, CMO, Utilities
- Timeframe: Ongoing
- Source: 2018 draft Transportation chapter

Strategy 2.7 Encourage the incorporation of food access avenues (e.g., affordable stores, agriculture space such as greenhouses, school and community gardens, or neighborhood farmers markets) in all housing developments to the maximum extent feasible in order to both increase self-sufficiency and to be more sustainable, as well as to increase community access to food.

Implementation Notes and Source of Strategy:

- Potential Implementation Lead & Partners: City Council, Planning Commission, NDS, Parks and Recreation, community partners
- Timeframe: To be determined
- Source: 2018 draft Housing chapter

Strategy 2.8 Encourage the development of affordable housing to take a form similar to nearby market rate housing in design and other physical features, allowing affordable units to blend into existing neighborhoods.

Implementation Notes and Source of Strategy:

- Potential Implementation Lead & Partners: City Council, BAR, Planning Commission
- Timeframe: Ongoing
- Source: 2018 draft Housing chapter

Goal 3. Homelessness: Address, prevent, and end homelessness.

Related Guiding Principle(s):

- *Equity & Opportunity*

Measures of Progress:

- *Point-in-Time (PIT) results (a count of sheltered and unsheltered people experiencing homelessness on a single night in January)*
- *# people utilizing City-funded safety net supports, job training and placement, and social services*
- *# people in permanent supportive housing*

Strategy 3.1 Support the best practice approach of Housing First, which places people experiencing homelessness into housing as rapidly as possible, and provides wrap around services to help them maintain their housing.

Implementation Notes and Source of Strategy:

- Potential Implementation Lead & Partners: Social Services, local partners
- Timeframe: Ongoing
- Source: 2018 draft Housing chapter

Strategy 3.2 Support permanent supportive housing for persons with disabilities who are homeless or at-risk of homelessness.

Implementation Notes and Source of Strategy:

- Potential Implementation Lead & Partners: Social Services, local partners
- Timeframe: Ongoing
- Source: 2018 draft Housing chapter

Strategy 3.3 Prevent homelessness through safety net supports, job training and placement, and social services to enable residents to maintain their housing.

Implementation Notes and Source of Strategy:

- Potential Implementation Lead & Partners: Social Services, local partners
- Timeframe: Ongoing
- Source: 2018 draft Housing chapter

Goal 4. Energy and Water Efficiency: Increase the energy performance, and water efficiency, and environmental sustainability of housing throughout the city.

Related Guiding Principle(s):

- *Equity & Opportunity, Environmental Sustainability & Stewardship*

Measures of Progress:

- *# housing developments incorporating green/sustainable principles*
- *% of new multifamily development that participates in Green Building programs and incentives*

Strategy 4.1 Develop an energy/water improvement program to increase housing affordability for low and moderate income households.

Sub-strategy:

- Dedicate funding to financial incentives to increase impact. Focus funding on lower-income households.

Implementation Notes and Source of Strategy:

- Potential Implementation Lead & Partners: CMO, Public Works, NDS

- Timeframe: To be determined
- Source: 2018 draft Housing chapter, Staff

Strategy 4.2 Encourage the incorporation of green/sustainable principles (e.g., LEED, EarthCraft Virginia, Energy Star, Passive House, Net Zero Energy Buildings, etc.) in all housing developments to the maximum extent feasible, both as a way to be more sustainable and to lower the ongoing costs of housing.

Sub-strategy:

- Dedicate funding to financial incentives to increase impact.

Implementation Notes and Source of Strategy:

- Potential Implementation Lead & Partners: CMO, Public Works, NDS
- Timeframe: Ongoing
- Source: 2018 draft Housing chapter, Staff

Strategy 4.3 Promote existing Green Building programs and incentives for multifamily housing, including existing rebate programs.

Sub-strategy:

- Dedicate funding to financial incentives to increase impact.

Implementation Notes and Source of Strategy:

- Potential Implementation Lead & Partners: CMO, Public Works, NDS
- Timeframe: Ongoing
- Source: 2018 draft Housing chapter, Staff

Strategy 4.4 Encourage solar-ready and EV-ready building standards in all new housing and extensive retrofit projects.

Sub-strategy:

- Integrate consideration of energy/water efficiency, solar-ready, and EV-ready standards into zoning approvals and affordable housing funding decisions.

Implementation Notes and Source of Strategy:

- Potential Implementation Lead & Partners: CMO, Public Works, NDS
- Timeframe: To be determined
- Source: Staff

Goal 5. Equitable and Efficient Governance: Build governance structures that institutionalize an equitable and efficient implementation of the *Affordable Housing Plan* and implementation of other housing priorities.

Additional details about the strategies under this goal can be found in the 2021 *Affordable Housing Plan*.

Related Guiding Principle(s):

- *Equity & Opportunity, Community Culture & Unity, Local & Regional Collaboration*

Measures of Progress:

- *Charlottesville Affordable Housing Fund (CAHF) and HAC recommendations completed*
- *CAHF-established allocation targets, production goals, and regular reporting for the use of CAHF funds.*
- *# of supported affordable units produced per year; average City funding and private funding ($) per unit produced*
- *# of affordable units preserved; average City funding and private funding ($) per unit*

preserved

Strategy 5.1 Redefine the role and membership of the Housing Advisory Committee, including guidelines to ensure a diverse and inclusive membership.

Implementation Notes and Source of Strategy:

- Potential Implementation Lead & Partners: City Council
- Timeframe: Immediate (within 1 year)
- Source: *Affordable Housing Plan*, 2021

Strategy 5.2 Develop and implement an onboarding process for new HAC members.

Implementation Notes and Source of Strategy:

- Potential Implementation Lead & Partners: CMO, HAC
- Timeframe: Immediate (within 1 year)
- Source: *Affordable Housing Plan*, 2021

Strategy 5.3 Realign housing priorities, increase capacity, and empower staff to be collaborative with advocates and responsive to community needs.

Sub-strategies

- Set goals for development and housing programs, review current staffing, and make changes to accommodate new priorities and increase staff capacity. This should include hiring or designating an affordable housing liaison for developers.

Implementation Notes and Source of Strategy:

- Potential Implementation Lead & Partners: CMO, City Council
- Timeframe: Immediate (within 1 year)
- Source: *Affordable Housing Plan*, 2021

Strategy 5.4 Designate a Charlottesville Affordable Housing Fund (CAHF) committee to make recommendations about priorities for the use of CAHF funds, to set targeting and scoring criteria for CAHF-funded programs, and to review City staff recommended awardees.

Implementation Notes and Source of Strategy:

- Potential Implementation Lead & Partners: CMO, City Council
- Timeframe: Immediate (within 1 year)
- Source: *Affordable Housing Plan*, 2021

Strategy 5.5 Establish clear, transparent, and competitive processes to award grants and loans for affordable housing.

Sub-strategies

- Set priorities prior to issuing Notice of Fund Availability (NOFA).
- Conduct a review of existing scoring, evaluation, administration, and reporting processes, and revise or replace as appropriate.
- Work with the CAHF committee to establish allocation targets, production goals, and regular reporting for the use of CAHF funds.
- Track housing outcomes against established goals on production and cost per home.

Implementation Notes and Source of Strategy:

- Potential Implementation Lead & Partners: CMO, City Council, CAHF
- Timeframe: 1-2 years

- Source: *Affordable Housing Plan*, 2021

Goal 6. Tenants' Rights: Change local policy and advocate at the state level to expand the City's ability to support tenants' rights.

Additional details about the strategies under this goal can be found in the 2021 *Affordable Housing Plan*.

Related Guiding Principle(s):

- *Equity & Opportunity, Local & Regional Collaboration*

Measures of Progress:

- *# tenants receiving legal support services*
- *# evictions prevented through these legal support services*

Strategy 6.1 Require housing developments that receive City funding (directly as subsidy, or indirectly through infrastructure improvements) to provide enhanced tenants' rights and to ensure an affordability period of no less than 30 years, with a preference for 99 years.

Sub-strategies:

- Identify the tenants' rights that will be required of any development receiving public subsidy.
- Communicate new requirements to developers, and include enhanced tenants' rights in development agreements for qualifying projects.

Implementation Notes and Source of Strategy:

- Potential Implementation Lead & Partners: CMO, City Council, Developers
- Timeframe: 1-2 years
- Source: *Affordable Housing Plan*, 2021

Strategy 6.2 Dedicate funding for the provision of legal services for tenants facing eviction and establish a citywide right to counsel in eviction cases.

Implementation Notes and Source of Strategy:

- Potential Implementation Lead & Partners: CAHF Committee, CMO, Council, partner organization(s)
- Timeframe: 1-2 years
- Source: *Affordable Housing Plan*, 2021

Strategy 6.3 Advocate for enabling legislation to support just cause evictions and to make other changes to the state's eviction process.

Sub-strategy:

- Working with regional and statewide partners, the City will advocate for state enabling legislation to support just cause eviction as part of an overall tenants' rights advocacy effort.

Implementation Notes and Source of Strategy:

- Potential Implementation Lead & Partners: City of Charlottesville; partner organization(s)
- Timeframe: 1-2 years
- Source: *Affordable Housing Plan*, 2021

Strategy 6.4 Advocate for enabling legislation to enact rent control in Charlottesville.

Sub-strategy:

- Working with regional and statewide partners, the City will advocate for state enabling legislation to support rent control as part of an overall tenants' rights advocacy effort.
- If successful, work with the community to determine how and where to deploy a rent control program that can effectively increase affordability.

Implementation Notes and Source of Strategy:

- Potential Implementation Lead & Partners: City of Charlottesville; other Virginia jurisdictions; State representatives
- Timeframe: Begin advocacy in the near term (1-2 years), aiming for implementation in longer term (within 3-5 years)
- Source: *Affordable Housing Plan*, 2021

Goal 7. Subsidy Programs: Focus and align subsidy programs with community-defined priorities and make changes to increase the impact of public spending.

Additional details about the strategies under this goal can be found in the 2021 *Affordable Housing Plan*.

Related Guiding Principle(s):

- *Equity & Opportunity, Local & Regional Collaboration*

Measures of Progress:

- *# of households served by all programs; average amount of tax relief ($) per household served; summary information about demographics served (race, ethnicity, income)*

Strategy 7.1 Support the development of new affordable rental housing by providing gap financing (low interest loans and grants) to help fund development costs.

Sub-strategies:

- Design a new process for reviewing LIHTC applications and making award decisions and communicate selection criteria to developers.
- Dedicate funding to provide affordable financing for the construction of Accessory Dwelling Units (ADUs) in exchange for making units affordable to renters earning up to 60% of Area Median Income.
- Allocate funding in accordance with CAHF Committee recommendations, issue an RFP or other solicitation, review funding requests and make award decisions based on set criteria.

Implementation Notes and Source of Strategy:

- Potential Implementation Lead & Partners: LIHTC Developers, CAHF Committee, CMO.
- Timeframe: 1-2 years
- Source: *Affordable Housing Plan*, 2021

Strategy 7.2 Set parameters for level and timing of funding that can be made available to Charlottesville Redevelopment and Housing Authority (CRHA) to modernize all public housing.

Sub-strategies

- Establish goals to be achieved through funding support for CRHA redevelopment
- Make annual funding commitments in accordance with CAHF committee guidance

Implementation Notes and Source of Strategy:

- Potential Implementation Lead & Partners: City Manager and Council, CRHA, CAHF Committee.
- Timeframe: Immediate (within 1 year)
- Source: *Affordable Housing Plan*, 2021

Strategy 7.3 Dedicate funding to support the preservation of existing affordable housing in Charlottesville.

Sub-strategies:

- Pending CAHF Committee recommendation, identify funding for an acquisition fund, and issue an RFP for a fund administrator, and enter into an agreement with an administrator.

Implementation Notes and Source of Strategy:

- Potential Implementation Lead & Partners: CMO, funding administrator, CAHF Committee, City Council.
- Timeframe: 4-5 years for acquisition fund
- Source: *Affordable Housing Plan*, 2021

Strategy 7.4 Continue to explore best practices and establish a land bank

that provides land equity to develop affordable housing.

Sub-strategies:

- Consider a regional land bank model.

- Finalize recommendations around the format and governance of a land banking entity.
- Determine how to administer the land bank, e.g., whether internally or through a third party.

Implementation Notes and Source of Strategy:

- Potential Implementation Lead & Partners: CMO
- Timeframe: 4-5 years
- Source: *Affordable Housing Plan*, 2021

Strategy 7.5 Expand the provision and use of tenant subsidies for rental housing in all parts of the city.

Sub-strategies:

- Simplify and implement the proposed Landlord Risk Reduction Fund and conduct outreach to encourage participation.
- Work with CRHA to streamline administrative processes and grow capacity as needed to implement voucher programs.
- Pending input from CRHA, the HAC, and the CAHF Committee, identify ways to expand CSRAP to serve more households and reduce cost burden.

Implementation Notes and Source of Strategy:

- Potential Implementation Lead & Partners: CRHA, CMO, CAHF Committee, HAC
- Timeframe: Ongoing
- Source: *Affordable Housing Plan*, 2021

Strategy 7.6 Establish a permanent eviction prevention fund to provide emergency rental assistance to lower income households in crisis.

Sub-strategies:

- Convene a regional task force to coordinate emergency housing assistance and COVID-19 Response.
- Through a competitive process, identify nonprofit partners to implement emergency housing programs.
- Over time, formalize programs and develop tools for future emergency response.

Implementation Notes and Source of Strategy:

- Potential Implementation Lead & Partners: CMO, Human Services, CAHF Committee, HAC, partner organizations
- Timeframe: 1-2 years
- Source: *Affordable Housing Plan*, 2021

Strategy 7.7 Revise Charlottesville's existing down payment assistance (DPA) program to provide a greater level of assistance and serve a larger number of households.

Sub-strategy:

- Pending CAHF Committee recommendation, dedicate funding for DPA.
- Select a nonprofit partner through a competitive process to administer the DPA program, or bring it in-house if there is staff capacity.

Implementation Notes and Source of Strategy:

- Potential Implementation Lead & Partners: CMO, Nonprofit partners, Private lenders and funders, CAHF Committee
- Timeframe: 1-2 years
- Source: *Affordable Housing Plan*, 2021

Strategy 7.8 Encourage the Charlottesville Redevelopment and Housing Authority (CRHA) to create the option of, and access to, homeownership for Section 8 Voucher users by establishing a local Section 8 Voucher to Homeownership Program in line with HUD and Virginia regulations.

Sub-strategy:

- Encourage participants to also apply for down payment assistance, to further impact of voucher subsidy.

Implementation Notes and Source of Strategy:

- Potential Implementation Lead & Partners: CRHA, CMO
- Timeframe: 1-2 years
- Source: *Affordable Housing Plan*, 2021

Strategy 7.9 Partner with lenders and nonprofits to develop specialty mortgage products and provide supporting services that help low-income homeowners succeed at homeownership.

Sub-strategies:

- Add enhanced services requirement to affordable homeownership loan terms.
- Establish an action plan (with explicit reporting protocol and detailed services) for mortgage lenders, City staff, and non-profit partners.

Implementation Notes and Source of Strategy:

- Potential Implementation Lead & Partners: CMO; Nonprofit partners; Local lenders, employers, and regulators
- Timeframe: 4-5 years
- Source: *Affordable Housing Plan*, 2021

Strategy 7.10 Partner with developers to build and renovate affordable single-family and "soft density" housing in existing neighborhoods.

Sub-strategies:

- Evaluate the use of receivership process to bring delinquent or abandoned properties into public ownership.
- Develop criteria for the disposition of these public parcels and release an RFP. The City will also develop criteria and work with the CAHF committee to identify additional funding to support infill development.

Implementation Notes and Source of Strategy:

- Potential Implementation Lead & Partners: CMO, Nonprofit partners, Private developers, CAHF committee
- Timeframe: 1-2 years
- Source: *Affordable Housing Plan*, 2021

Strategy 7.11 Support and preserve homeownership by providing assistance to income-qualified owners to make necessary home repairs.

Sub-strategies:

- Pending CAHF Committee recommendation, dedicate funding for Owner-Occupied Rehabilitation Assistance (OOR).
- Select a nonprofit partner through a competitive process to administer the OOR program.

Implementation Notes and Source of Strategy:

- Potential Implementation Lead & Partners: CMO, Nonprofit providers, CAHF Committee
- Timeframe: 1-2 years

- Source: *Affordable Housing Plan*, 2021

Strategy 7.12 Expand the provision of property tax relief to income-qualified homeowners.

Sub-strategies:

- Evaluate the current distribution and impact of property tax relief to determine if a progressive expansion of property tax relief is needed to serve the most vulnerable homeowners.
- Increase outreach efforts to ensure that all income-qualified homeowners make use of the program.

Implementation Notes and Source of Strategy:

- Potential Implementation Lead & Partners: City Council, City Treasurer, City Commissioner of Revenue
- Timeframe: Ongoing
- Source: *Affordable Housing Plan*, 2021

Strategy 7.13 Partner with the financial institutions to leverage CAHF money and increase investment in affordable housing.

Implementation Notes and Source of Strategy:

- Potential Implementation Lead & Partners: City Council, CMO, Legal Department
- Timeframe: 1-2 years
- Source: *Affordable Housing Plan*, 2021

Goal 8. Collaboration: Coordinate local and regional housing goals.

Related Guiding Principle(s):

- *Equity & Opportunity, Local & Regional Collaboration*

Measures of Progress:

- *Completion of strategies*

Strategy 8.1 Partner with Albemarle County, UVA, and other regional partners to coordinate housing plan goals and work toward shared regional outcomes, including improved affordability and access to housing options.

Implementation Notes and Source of Strategy:

- Potential Implementation Lead & Partners: City Council, CMO, Albemarle County
- Timeframe: 1-2 years
- Source: *Affordable Housing Plan*, 2021

Strategy 8.2 Consider the potential for a regional affordable housing funding agreement to jointly provide funding from Charlottesville, Albemarle County, and potentially other jurisdictions to support affordable housing development and programming, particularly within the urban ring.

Implementation Notes and Source of Strategy:

- Potential Implementation Lead & Partners: City Council, CMO, Albemarle County
- Timeframe: 1-2 years
- Source: *Affordable Housing Plan*, 2021

Strategy 8.3 Encourage UVA and other major employers, such as the City of Charlottesville and Charlottesville City School Division, to work in partnership with developers and real estate professionals to support workforce housing opportunities within close proximity of

the employer.

Sub-strategies:

- Encourage examination of opportunities within close proximity by foot, bike, or transit, with emphasis on Downtown and other nodes identified on the Future Land Use Map.
- Encourage creation of a city-wide Employer Assisted Housing Program to assist the local workforce in obtaining affordable or market-rate housing near their places of work. Explore and create public funding sources for this project.

Implementation Notes and Source of Strategy:

- Potential Implementation Lead & Partners: NDS, City Council, City Schools, CMO, OED, local employers
- Timeframe: Ongoing
- Source: 2018 draft Transportation chapter

Strategy 8.4 Encourage and work with major regional employers, including UVA, to develop employer-funded Down Payment Assistance programs as a benefit for employees.

Implementation Notes and Source of Strategy:

- Potential Implementation Lead & Partners: CMO, UVA, other large employers
- Timeframe: 1-2 years
- Source: *Affordable Housing Plan*, 2021